



Program Manager Name: R____ S____
Rating Period: 1/01 - 6/30/01
Rater/Organization: ____Colette Davis, Covad

Projects: EDI
EDI Infrastructure (new) /Migration
EDI User Conversion to Issue 9 Map
xDSL Beta Test
Line Sharing Beta Test
GA 1000 Trial

I want to know what you think of my performance. How do I rate?

1 = Excellent 2 = Good 3 = Average 4 = Below Average 5 = Poor

Check the box corresponding with the number on the rating scale that represents my performance in the following categories:

CATEGORIES

RATE SCALE

(1) Consulting with you

1 2 3 4 5 NA
☒ ☐ ☐ ☐ ☐ ☐

(2) Offering solutions, addressing your needs

☒ ☐ ☐ ☐ ☐ ☐

(3) Listening and responding to others' point of view

☒ ☐ ☐ ☐ ☐ ☐

(4) Structuring activities to meet short and long term goals

☒ ☐ ☐ ☐ ☐ ☐

(5) Responding to changing circumstances

☒ ☐ ☐ ☐ ☐ ☐

(6) Leadership of the project team

☐ ☐ ☐ ☐ ☐ ☒

(7) Looking for ways around roadblocks

☒ ☐ ☐ ☐ ☐ ☐

(8) Providing status on issues

☒ ☐ ☐ ☐ ☐ ☐

Please answer the following questions:

How often did I meet your expectations?

__X__ Always ____ Almost Always ____ Sometimes ____ Never

How often did I exceed your expectations?

____ Always __X__ Almost Always ____ Sometimes ____ Never

What are your expectations for the remainder of 2001 and how can I exceed them?

R____,

First, thank you for giving me the opportunity to provide to you feedback on how you have supported my efforts. Personally, I find that your responsiveness to questions and issues presented by me to you regarding EDI or other system questions has been superb. I appreciate efforts like you coordinating testing for Covad during a black out period. You could have just said "to bad", but you helped

coordinated some testing options so that Nightfire testing could continue through blackout periods. I also appreciate your frank straightforward view of what it will take to improve both BellSouth and Covad ordering processes and system usage. I only wish that others at BellSouth who work in the wholesale arena would understand as you do that we are BellSouth's customer. Thank you again for your assistance during my learning curve regarding EDI issues and other system issues.

My expectation is that you will continue to be open, supportive, and offering ideas and options to me as I navigate the systems' world.

P.S. I put NA on the project team leadership efforts, as I didn't participate in the meetings. You worked primarily with me one on one.

**Colette Davis
Director, Covad Communications**